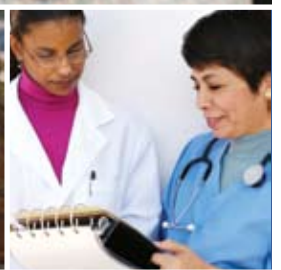
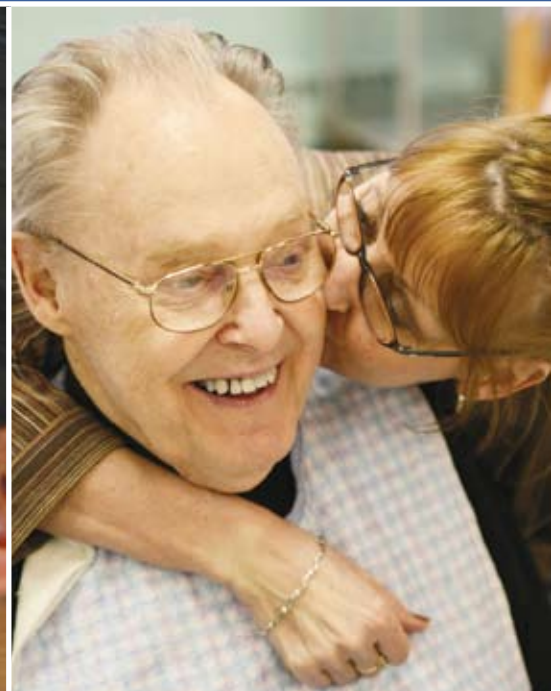


women's work

A Presentation by the University of Kentucky President's Commission on Women



UNIVERSITY OF KENTUCKY
President's Commission on Women

women's work

The following information represents an analysis of data gathered from the Work Life Survey conducted at the University of Kentucky, 2006. The overall response rate for the survey was 54% (staff 56%, faculty 45%). The analysis did not show meaningful gender differences. Data shown here reflects only women's responses to items selected by the Climate Committee of the PCW as particularly relevant for women.

STAFF

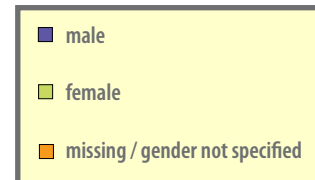
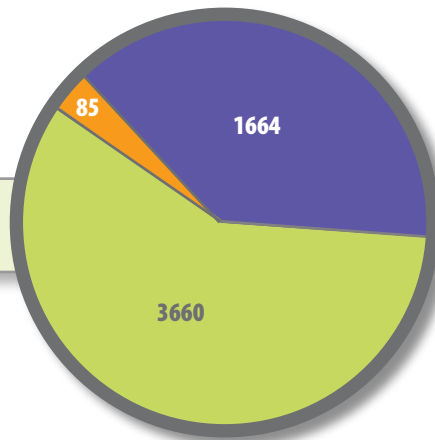
Category	Survey #	Respondent %	Population	Pop %
Male	1664	31.2	3233	33.7
Female	3660	68.7	6351	66.2
Missing/Gender not Specified	85			
TOTAL	5409		9584*	

FACULTY

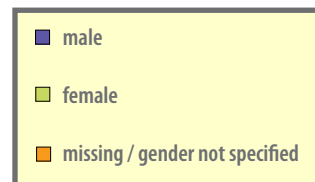
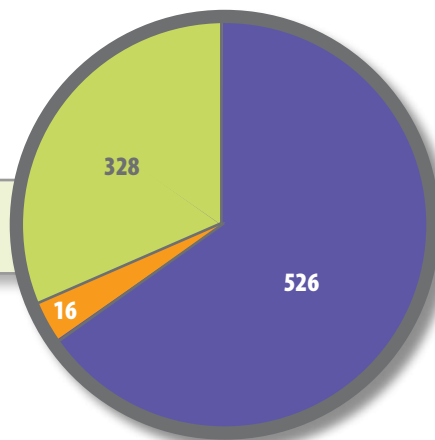
Category	Survey #	Respondent %	Population	Pop %
Male	526	61.5	1297	66.7
Female	328	38.4	645	33.2
Missing/Gender not Specified	16			
TOTAL	870		1942*	

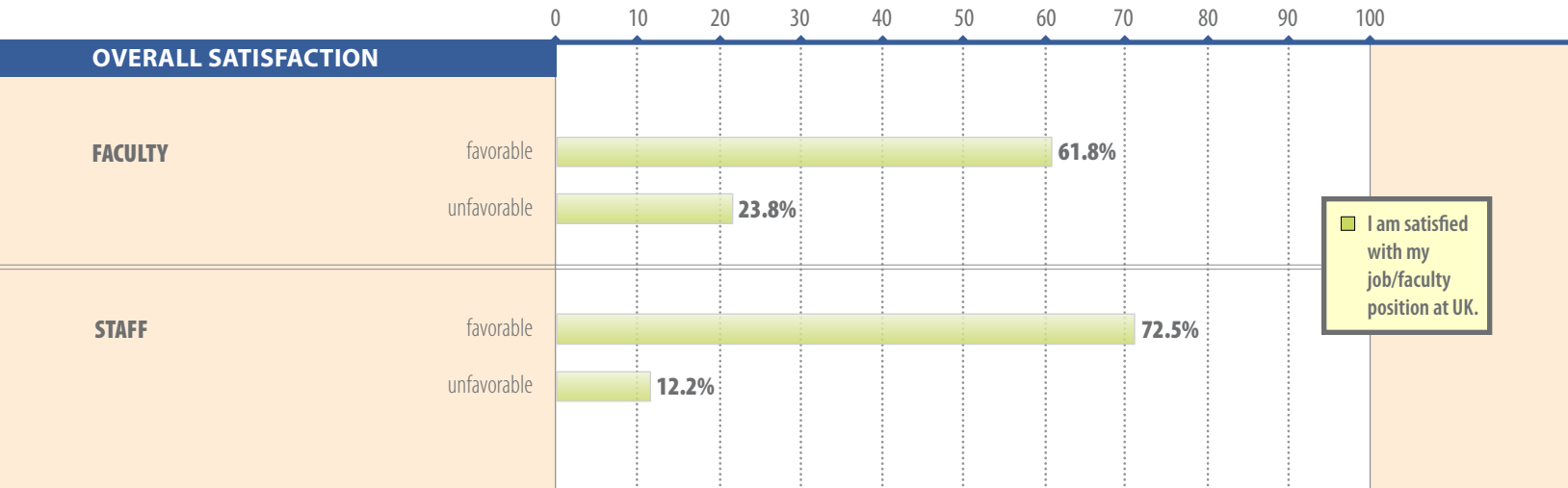
* Population numbers reported by the Office of Institutional Research, Planning, and Effectiveness, Fall 2005

STAFF: Survey Demographic



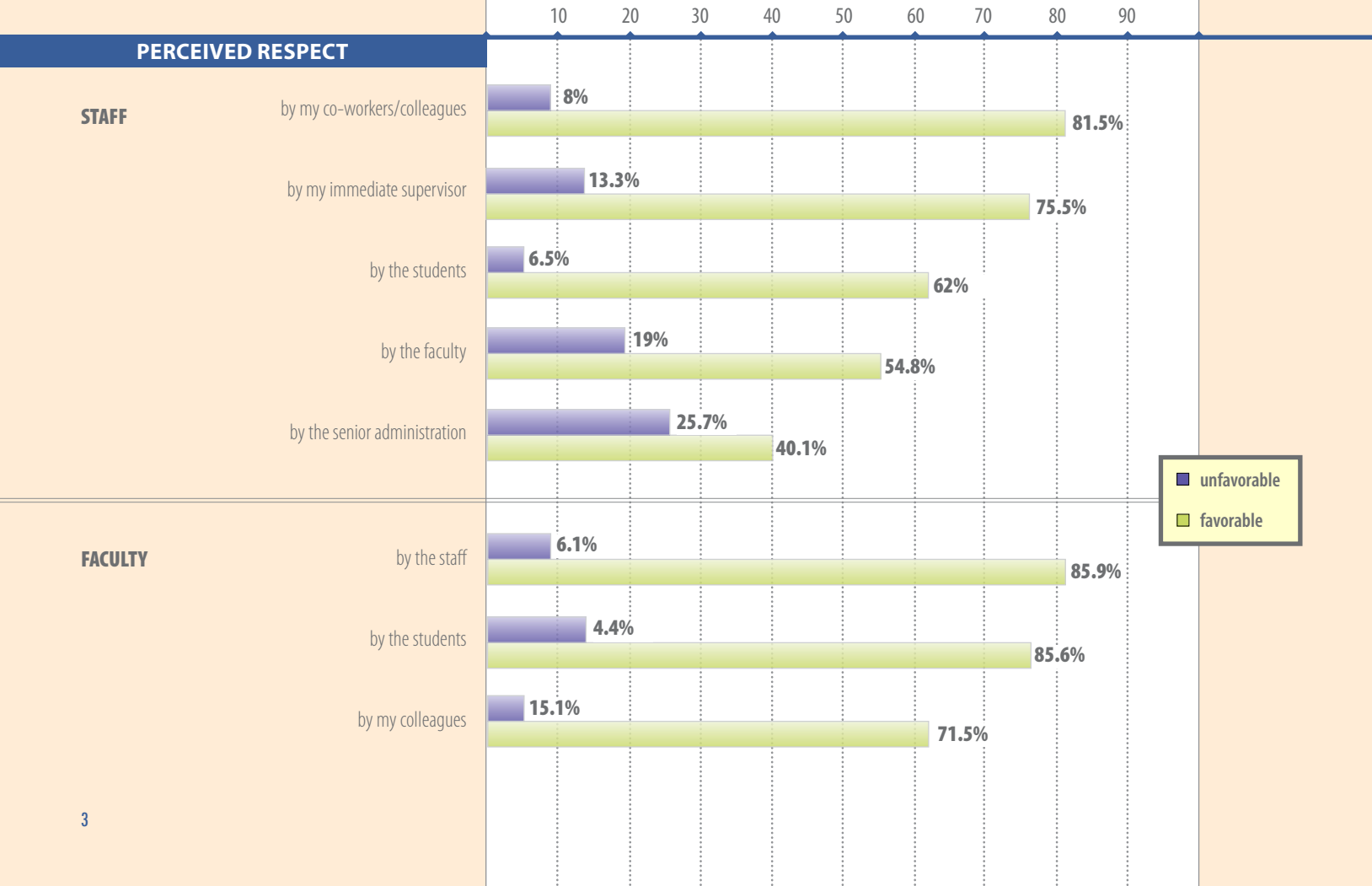
FACULTY: Survey Demographic



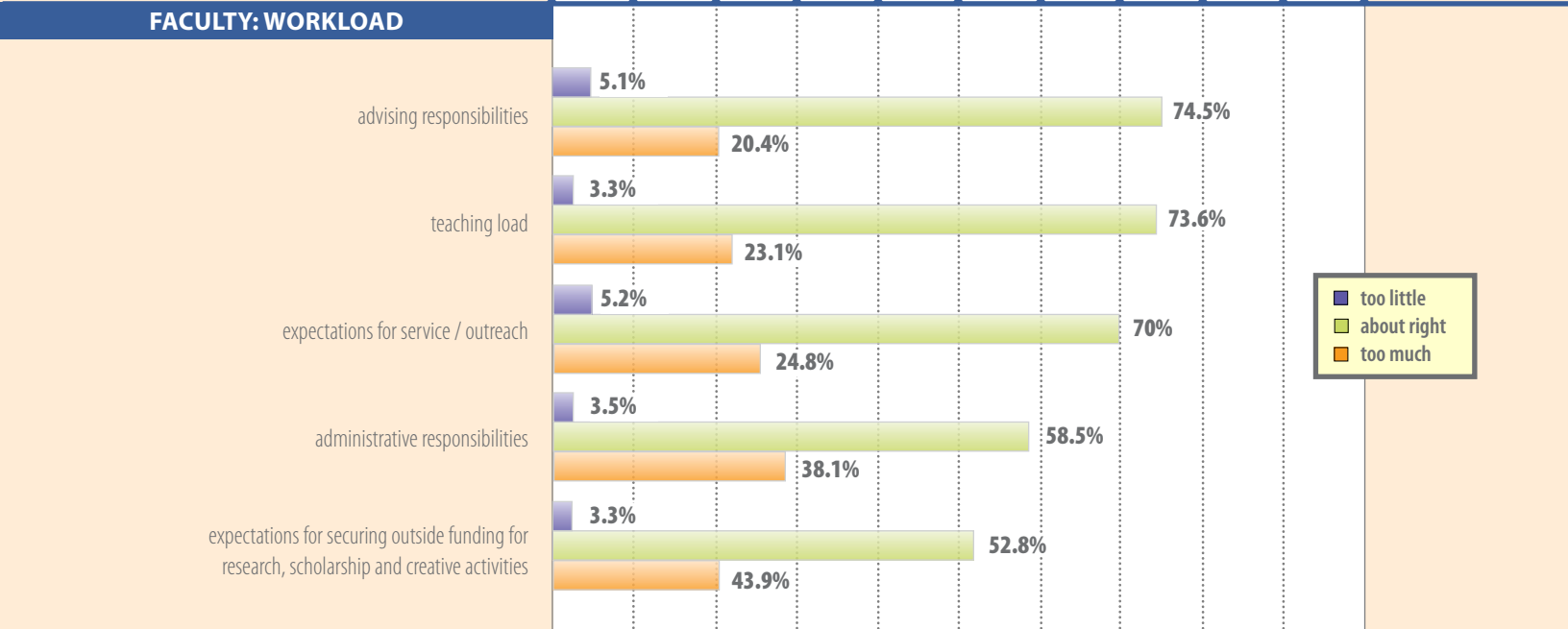
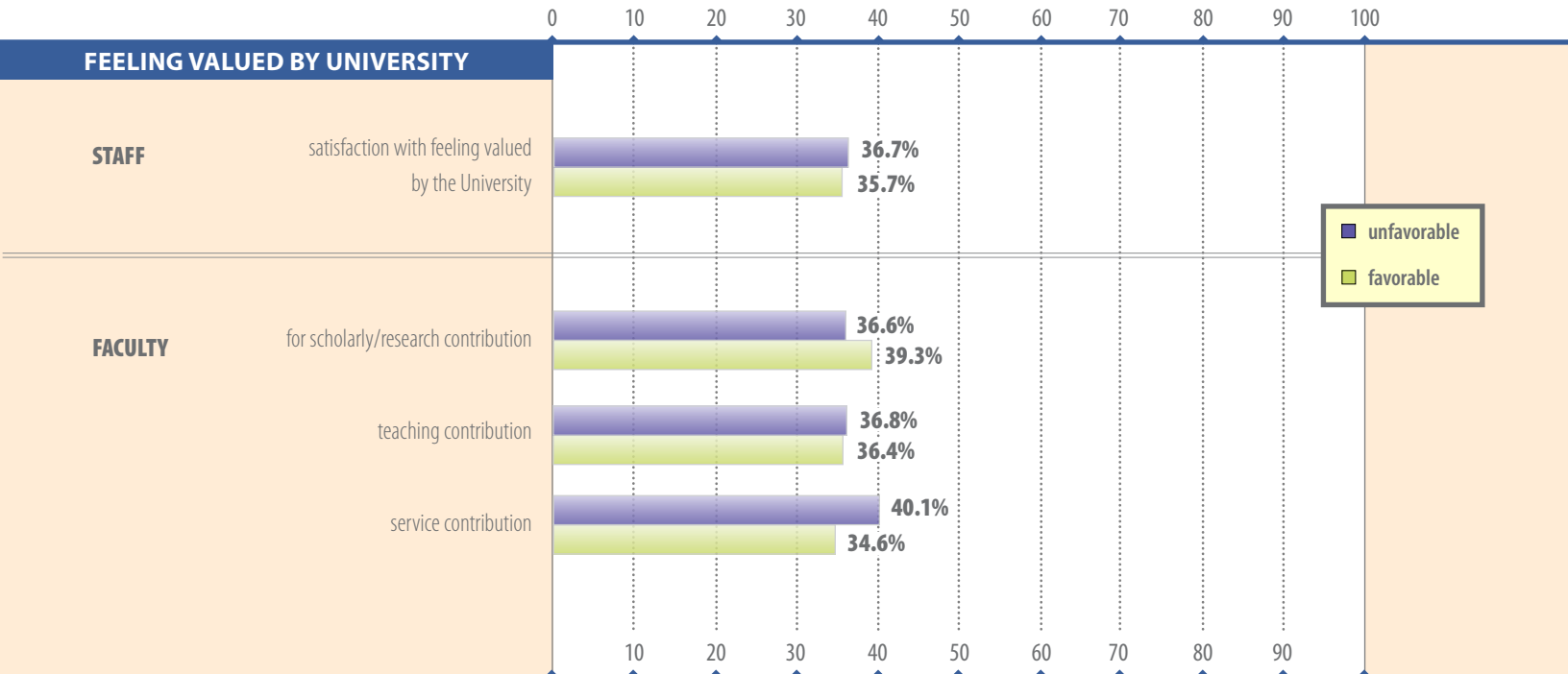


I am satisfied with my job/faculty position at UK.

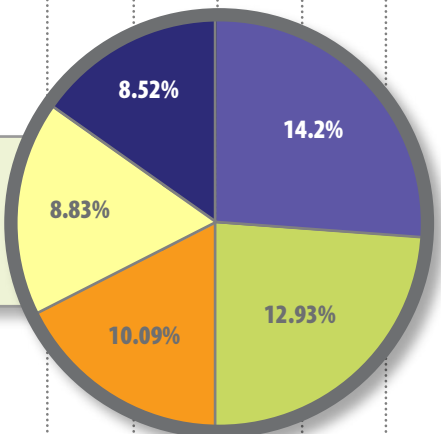
STAFF		FACULTY	
TOP 3 Reasons to Stay at UK	Percentage	TOP 3 Reasons to Stay at UK	Percentage
Benefits	30.8	Family considerations	23.6
Ability to balance work with my personal, family life	11.0	Faculty/colleagues	21.1
Challenge of the job	7.7	Ability to balance work with my personal/family life	13.1



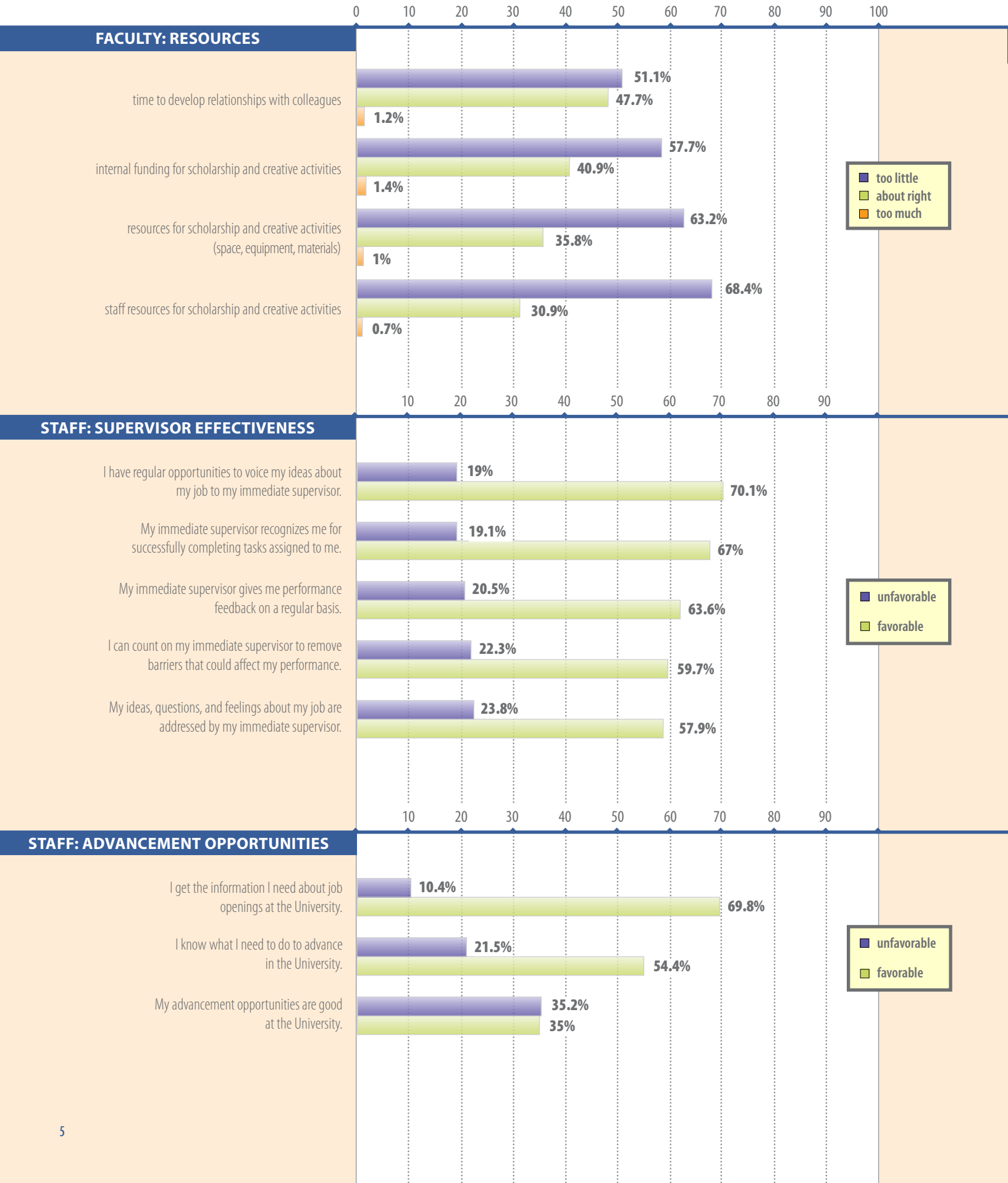
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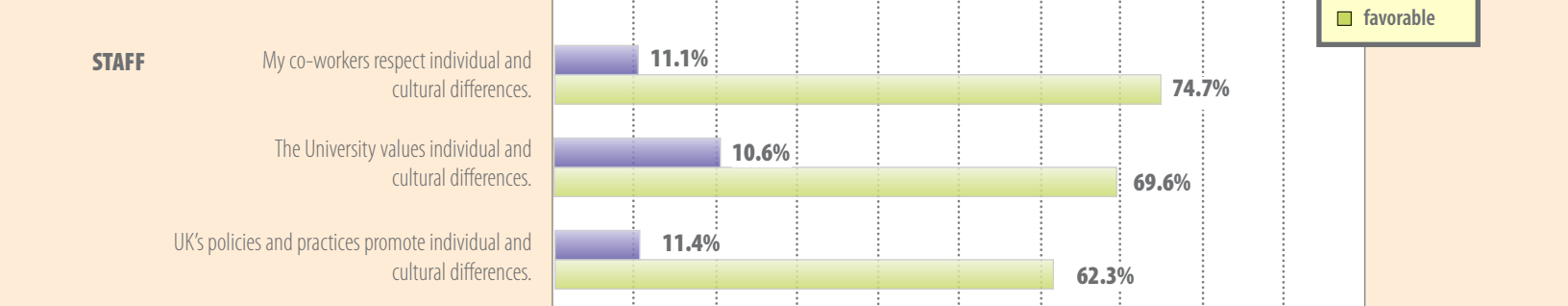
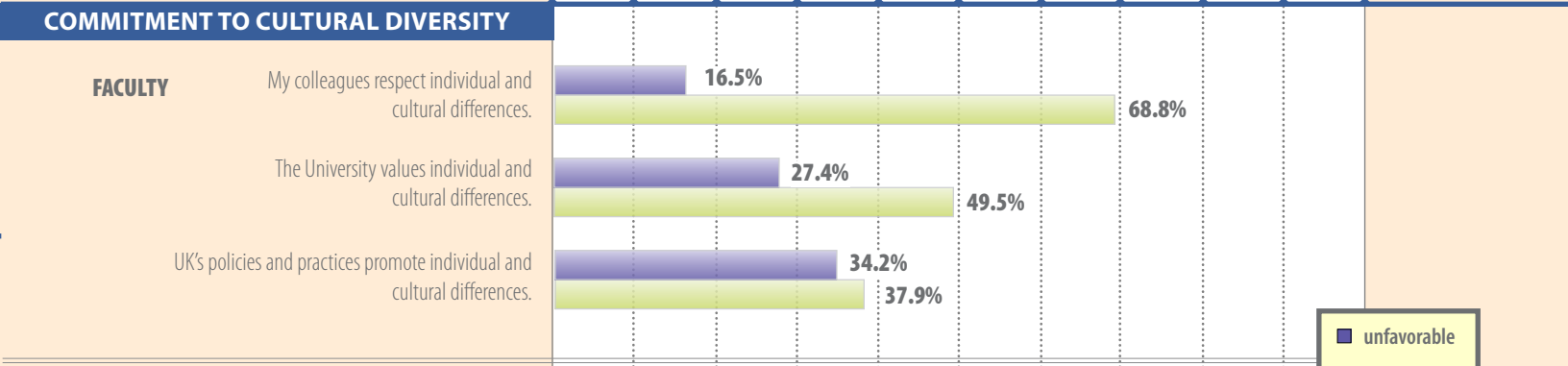
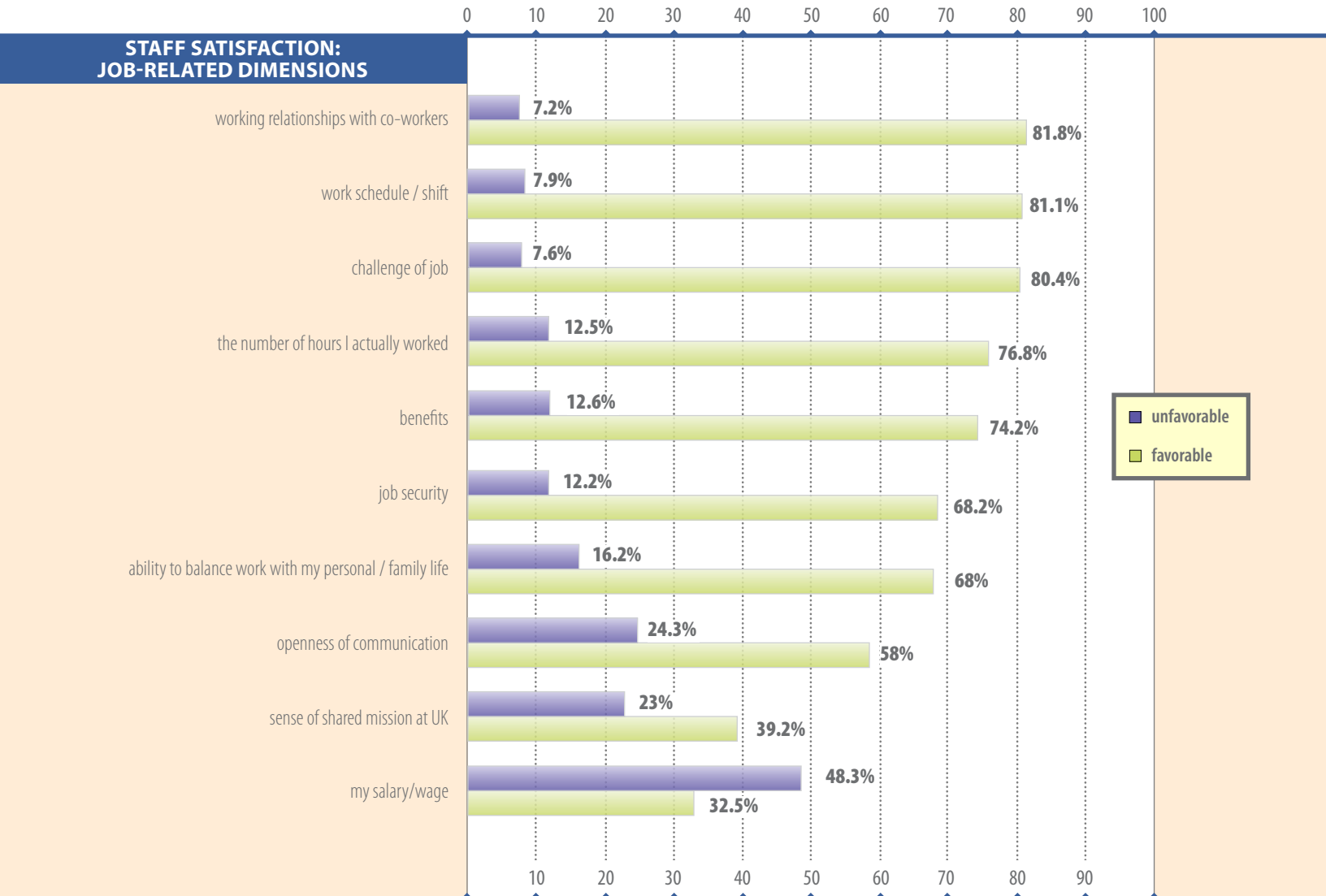


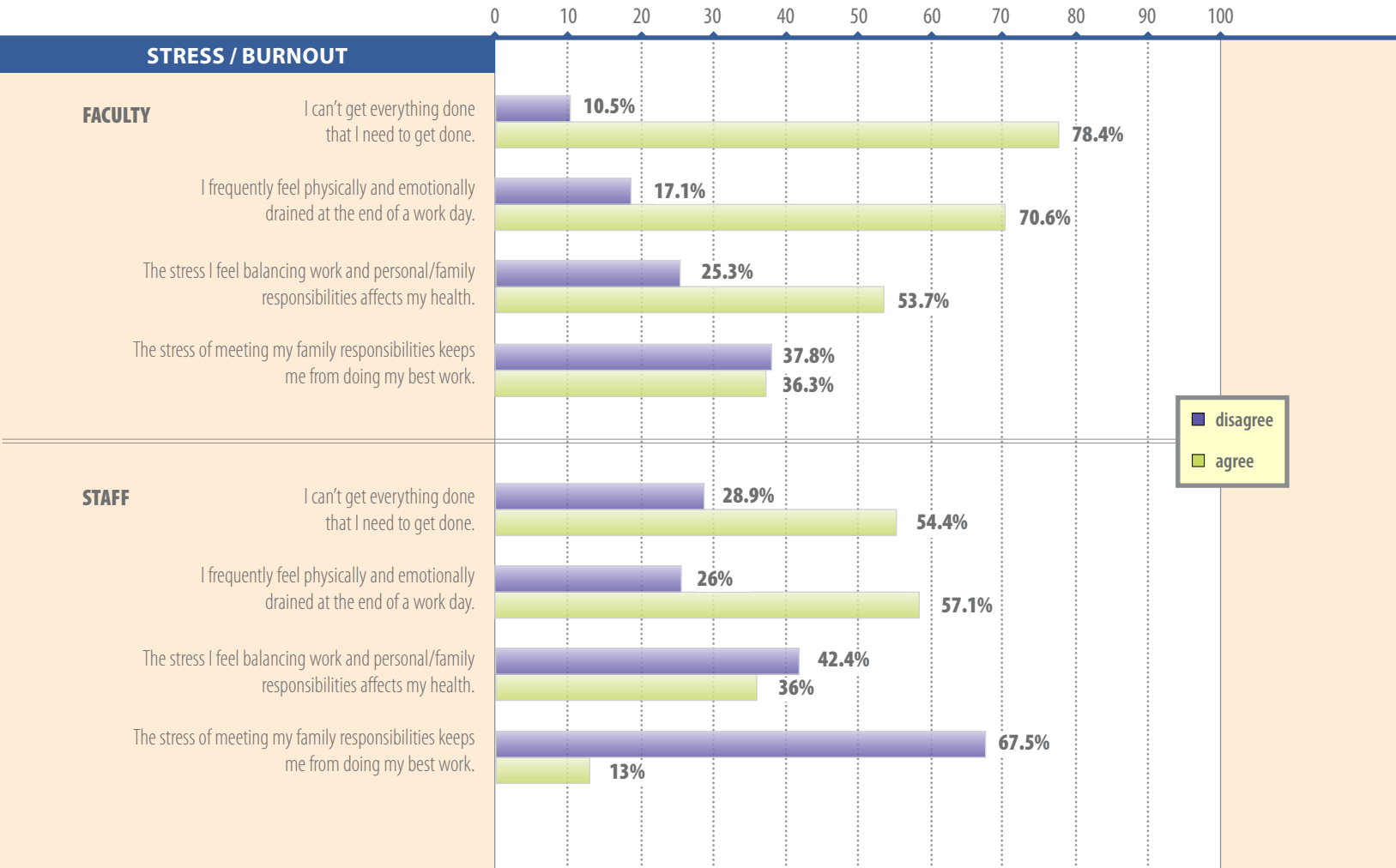
TOP 5 Most Valuable Requested Support (Percent of Responses)



- greater assistance from my chair/director to ensure the success of my work
- increased administrative staff support
- increased technical staff support
- more opportunity to influence key departmental decisions
- resources and technology to work from home office







FACULTY: WORK-LIFE PROGRAMS AND INITIATIVES

TOP 3 Programs of Greatest Value	Percentage
Effective mentoring based on personal goals	42.3
Part-time appointment as a transition back to work after a major illness, surgery, or other major life event	38.2
Extended tenure clock for seriously ill family members	31.3

FACULTY: POTENTIAL WORK-LIFE PROGRAMS

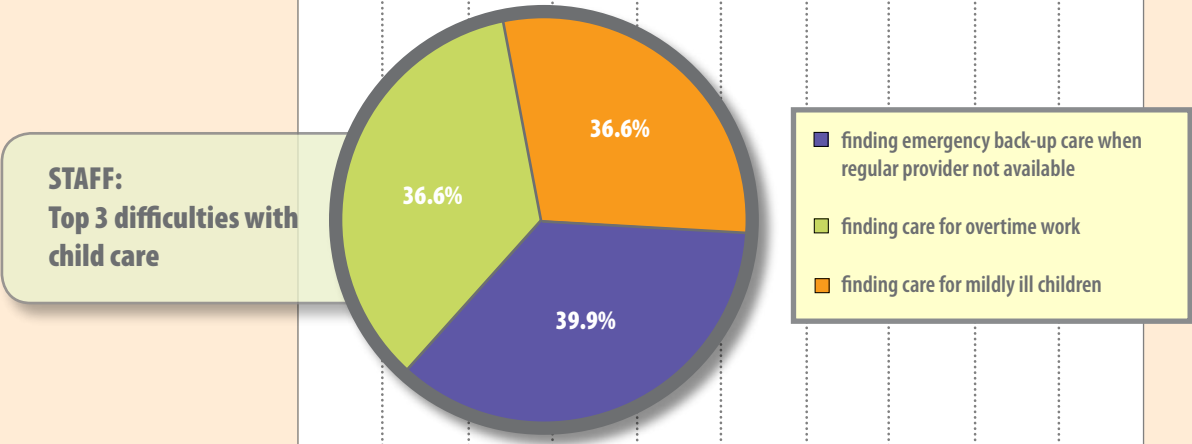
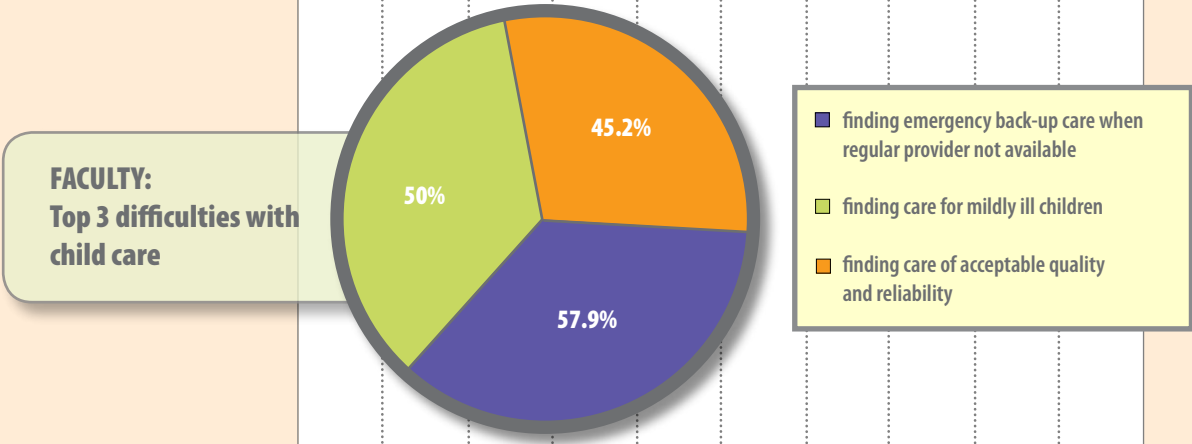
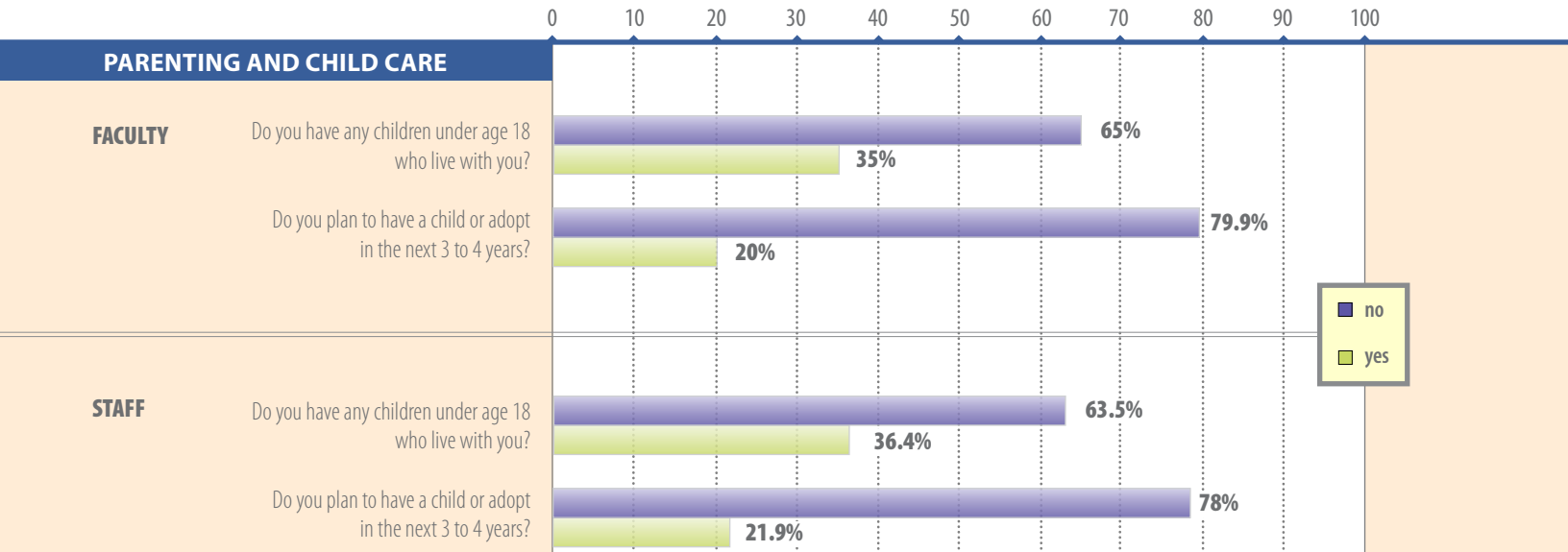
TOP 3 Most Valuable Potential Programs	Percentage
College Tuition Program for employees' children, dependents, or spouse	45.3
More comprehensive Employee Assistance Program	12.6
Childcare Assistance	10.5

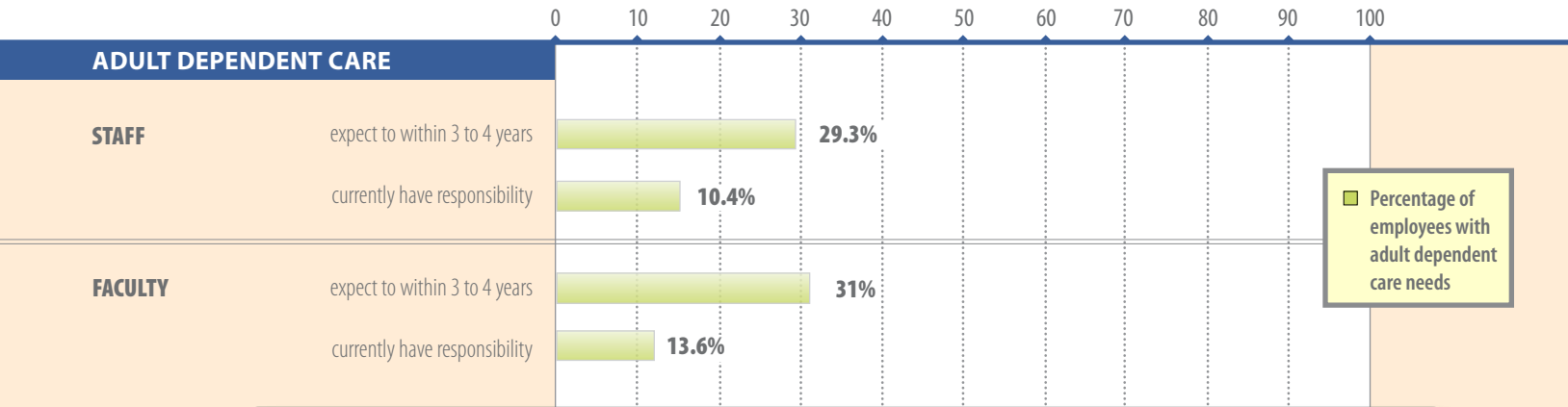
STAFF: CURRENT WORK-LIFE PROGRAMS

TOP 3 Programs of Greatest Value	Percentage
Flexible work schedule (flextime, flexleave)	55.2
Employee Educational Program	44.4
Health/Wellness Programs	40.3

STAFF: POTENTIAL WORK-LIFE PROGRAMS

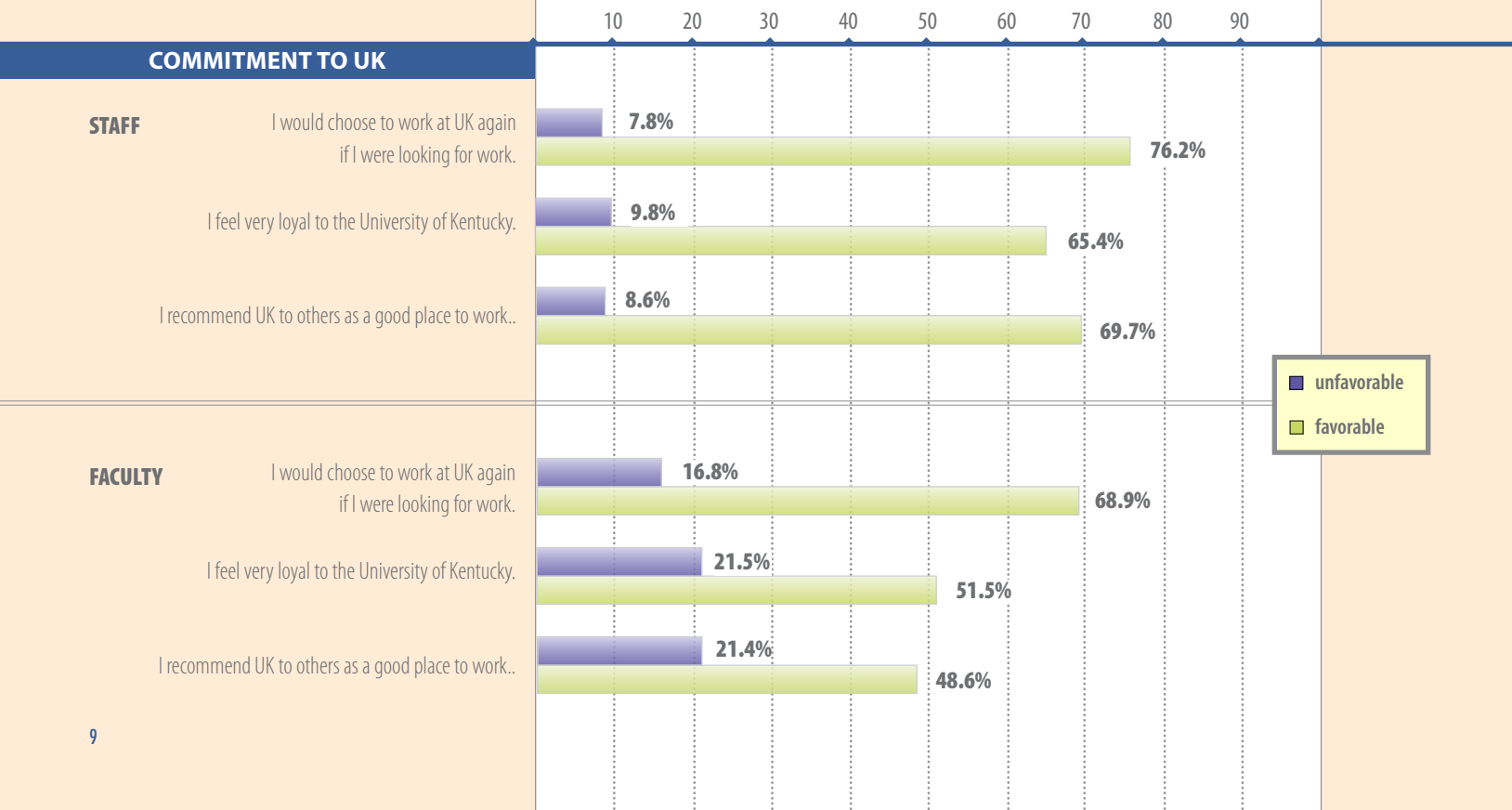
TOP 3 Most Valuable Potential Programs	Percentage
Compressed work week	23.7
College tuition program for employees' children or dependents	20.5
Telecommuting	11.1





STAFF: TOP 3 ISSUES FACED WHEN CARING FOR OLDER ADULT / ADULT DEPENDENT	Percentage
Caring for an older adult/adult dependent who lives far away	46.2
Finding resources for an older or dependent adult that are affordable	45.3
Finding resources for an older or dependent adult that are of acceptable quality	39.4

FACULTY: TOP 3 ISSUES FACED WHEN CARING FOR OLDER ADULT / ADULT DEPENDENT	Percentage
Caring for an older adult/adult dependent who lives far away	52.9
Finding home health services	52.9
Finding resources for an older or dependent adult that are of acceptable quality	40



The President's Commission on Women's Charge

Advise the President on issues, policies and practices that affect women at the University of Kentucky

Report regularly to the President and the University community on the status of women at UK

Offer recommendations to redress all forms of gender-related inequities

Propose initiatives to ensure that the University of Kentucky fully engages the talents of its women employees and fairly meets the needs of its women students

Administer selected programs that benefit women at UK

Special thanks to Dorothy Brockopp, Outgoing Chair of the President's Commission on Women, for her leadership and guidance on this project, and to Laura L. Koppes, Former Director, UK Work-Life Office, for her untiring work with the Work-Life Survey. In addition, special thanks to the Climate Committee:

Sue Scheff, Chair

Jim Ryder

Lina Crocker

Sherry Holmes

Terri Kanatzar

Ginny Sprang

Diane Chlebowy

Linda Rakes

Meg Stohlmann





UNIVERSITY OF KENTUCKY
President's Commission on Women

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